

MOVING ON UP

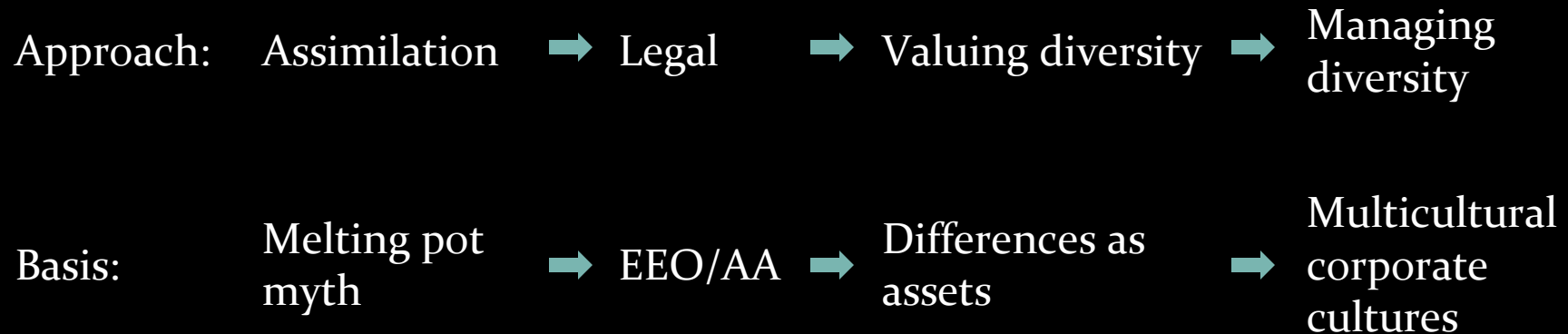


Hosetta B. Coleman
Senior Vice President
Fifth Third Bank
Human Resources

INTRODUCTION

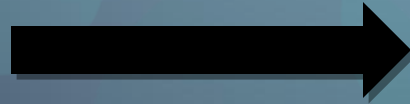
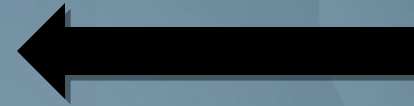
Diversity in the Workplace

Evolution of Approaches to Workplace Diversity



Source: CanRuffino, N. (1999). *Diversity success strategies*. Boston: ButterworthHeinemann.

How do you treat your career?



Managing Up: Is it KISSING...



Fatal mistake: Underestimation of consequences

- Does your environment encourage risk?
- Do they really want the truth?
- What does it take to get promoted?
- What does it take to avoid the things that could derail somebody?
- My work will speak for itself.



THINGS YOU CAN DO

Build relationships

- Community service
- It pays to be nice
- Networking – Internally and externally



Invest in Yourself



Warp Speed



Address Your Fear



Listen Intently – “SEA”

- **Situation**
- **Evaluate**
- **Apply**

Mentor or Sponsor

Mentor

Sponsor

ROI

- Annual review - Be detailed
- Alignment with goals
- Test your worth - Maintain options

QUESTIONS?

THANK YOU



Hosetta B. Coleman
Senior Vice President
Fifth Third Bank
Human Resources